

**City of Greensboro**  
**FY2016-2017 Fire Sworn Salary Structure**  
**Effective December 1, 2016 through November 30, 2017**

Grade	Rank Level	Range				Green Zone	The 'Green Zone' Control										Green Zone	110% to MAX	Range		
		Min				Min	Point										Max		Max		
F09	Fire Chief	101,100	Subject to City's Merit/Probationary Increase Guidelines				119,972	Subject to City's Merit Guidelines										148,280	Subject to City's Merit Guidelines	168,500	
F08	Deputy Fire Chief	84,225					99,947											112,300		123,530	140,375
F07	Assistant Fire Chief; Fire Marshal	70,200					83,304											93,600		102,960	117,000
F06	Batallion Chief; Deputy Fire Marshal	58,500					69,420											78,000		85,800	97,500
Range Steps																					
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	110% to MAX	Range Max			
F05	Fire Captain; Asst Fire Marshal	53,300	54,781	56,261	57,742	59,222	60,703	62,183	63,664	65,144	66,625	67,958	69,290	70,623	71,955	73,288	Subject to City's Merit Guidelines	83,281			
F04	Fire Lieutenant; Sr Fire Inspector	44,444	45,679	46,913	48,148	49,382	50,617	51,851	53,086	54,320	55,555	56,666	57,777	58,888	59,999	61,111		69,444			
F03	Fire Engineer	37,638	38,684	39,729	40,775	41,820	42,866	43,911	44,957	46,002	47,048	47,988	48,929	49,870	50,811	51,752		58,809			
F02	Fire Fighter Sr				33,670	34,556	35,442	36,328	37,214	38,100	38,986	39,873	40,670	41,467	42,265	43,062		43,860	49,841		
F01	Fire Fighter								33,483	34,281	35,078	35,875	36,593					5		36,593	

	Step Rates by Percent Increase															Avg
F05		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.3%
F04		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.3%
F03		2.8%	2.7%	2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.3%
F02				2.6%	2.6%	2.5%	2.4%	2.4%	2.3%	2.3%	2.0%	2.0%	1.9%	1.9%	1.9%	2.2%
F01							2.4%	2.3%	2.3%	2.0%						2.2%

**Administrative Guidelines**

- A. Frequency of step increases for Fire Fighter (F01) is every six (6) calendar months up to step 10; thereafter, all step increases are on an annual basis for those on Step 10, then frozen on Step 11.
- B. Frequency of step increases for Fire Fighter Sr (F02) is every six (6) calendar months up to Step 10; thereafter, all step increases are on an annual basis for those on Step 10 and above.
- C. Frequency of step increases for all other nonexempt ranks (F03 through F05) is on an annual basis.
- D. An eligible employee may not move more than one step at a time.
- E. Normal promotional increase from Fire Fighter to Fire Fighter Sr., or from Fire Engineer to Fire Lieutenant, is not to exceed 5% of current salary.
- F. Normal promotional increase from Fire Fighter Sr to Fire Engineer is at least 5% of current salary, but not to exceed the next step above which a 5% increase is awarded.
- G. Normal promotional increase from Fire Lieutenant to Fire Captain is not to exceed 10% of current salary.
- H. Normal promotional increase of two ranks (i.e., from Fire Fighter Sr. to Fire Lieutenant) is not to exceed 10% of current salary.
- I. Normal promotional increase from Fire Captain (F05) to exempt ranks of Battalion Chief (F06) and above will be calculated as a percent of the control point of the exempt position to which the employee is being promoted, and shall not exceed the Control Point. Promotional salary offers above the Control Point require advance review/approval by Human Resources.
- J. Employees below Step 15 in the step system are ineligible for merit increases or lump sum merit awards in the City's annual Merit Award Program; employees at or above Step 15 are normally subject to the annual merit award eligibility guidelines.
- K. Employees in the step system are ineligible for step progressions or merit awards if they do not demonstrate satisfactory job performance in annual reviews.
- L. As an at-will employee, there is no guarantee of salary increases. All increases are subject to change at any time at the sole discretion of the City Manager and/or City Council, or as City compensation policies, programs, or practices are introduced, amended, or eliminated.
- M. The initial step progression for all new recruits, following graduation, will be timed to coincide with the internal step processing cycle (e.g. normally July/December) without retroactivity or proration.
- N. All step progressions are frozen if the City's Merit Award Program is not approved by City Council for that fiscal year.
- O. All employees must be paid at least the range minimums of their assigned rank within the salary structure.